THE 2020 SUCCESION MANAGEMENT CONFERENCE

VIRTUAL EVENT
September 16 & 22, 2020

BUILDING A TALENT PIPELINE FOR A DRAMATICALLY NEW WORLD

www.conferenceboard.org/succession
Day One
Wednesday, September 16, 2020

11:00 – 11:05 am
Welcome, Introductions
Audrey McGuckin, Conference Program Director, The Conference Board

11:05 – 11:35 am
A Call to Action: Eight Disruptive Ways to Transform Succession Management
How can organizations build a succession plan that works now and keeps pace with the continually changing world of work? They start by evaluating the current plan, and go from there:
- Learn if your organization’s current succession practices are maintained, evolved, refreshed, or disruptive on our Succession Management Continuum.
- Explore how top organizations are reshaping talent management processes to prepare continual disruption.
- Discover eight disruptive ideas that will align your organization’s approach with today’s needs.

11:35 am – 12:05 pm
Succession Management in Times of Crisis
From multiple US crises to economic discontent in Europe and election turmoil in Thailand, public attitudes toward elected leaders have never been more negative. But there may be an equally risky situation developing among corporate leadership ranks. According to a recent analysis, only 15 percent of leaders are seen as having what it takes to navigate today’s business environment, and more than half are seen as inadequate to the task of leading the organization of the future.

Patrick Gaston, Former Chairman of the Board, Bed, Bath & Beyond

12:05 – 12:25 pm
1on1 with Patrick Gaston
Moderator:
Audrey McGuckin, Program Director, Human Capital, The Conference Board
Panelists:
Patrick Gaston, former Chairman of the Board, Bed, Bath & Beyond

Break: 12:25 – 12:45 pm

12:45 – 1:10 pm
How Bristol-Myers Squibb Managed an Acquisition and a Pandemic at the Same Time
After last fall’s acquisition of Celgene, big pharma company Bristol-Myers Squibb navigated integration of the two companies while responding to the demands of the COVID-19 pandemic. How did they succeed? With a deliberate approach to succession planning that made BMS’ supply chain and technical operations leadership the most diverse in the industry.

Chantal Veillon-Berteloot, VP HR - Global Product Development & Supply, Bristol-Myers Squibb

1:10 – 1:35 pm
Career Management and The Realities of Pandemic
In current chaotic realities, the need to focus on careers and succession plans to retain and develop key talent becomes even more critical. It remains a challenge for many organizations to focus on strengths and experiences of employees to prepare for succession and guide planning for business needs. What needs to change given the pandemic realities? How can we re-focus on retaining and developing our talent for career growth? How do we align succession strategies – including mobility outside of leadership - to current realities?

Amy Lui Abel, PhD, Vice President, Human Capital, The Conference Board
Doreen Coles, PHR, Sr. Director, Career Growth & Development, Global Talent & Performance Acceleration, ADP

1:35 – 2:00 pm
Working Mothers of the 2020’s
Join us for an incredible perspective from Mita Mallick on the challenges that women executives face in the workplace today. For the first time since women began a consistent upward climb in the labor force in the 1970s, women are now suffering the repercussions of a system that still treats them unequally. Men are still the primary breadwinners. Women are still the primary low-income workers, the ones whose jobs disappeared when coronavirus spread. Mothers in the 2020’s pandemic have reduced their work hours four to five times more than fathers to care for children in a nation that hasn’t created a strong caregiving foundation.

Mita has been chronicling her own parenting journey during this pandemic. She will share deeply personal moments in her journey as well as insights to what organizations can do to support this critical cohort in the succession management process.

Moderator:
Audrey McGuckin, Program Director, Human Capital, The Conference Board
Mita Mallick, Head of Diversity and Cross-Cultural Marketing, Unilever

Break: 2:00 – 2:20 pm

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2:20 – 2:45 pm  
**Reinventing Succession Management Through A New CEO Lens**

With the appointment of new CEO Paul Hudson, Sanofi embarked on a cultural transformation journey that would be grounded in their strategy of ‘Play to Win’. This meant a reinvention of the succession management work and a new leadership strategy on how to close the gaps in the talent pipeline that would be needed to realize the strategic ambitions of Sanofi.

In this session, Christine Vaccola will share with us the approach taken and the impact this has had on Sanofi.

**Christine Vaccola**, Head, Global Leadership Development Curriculum and Transversal skills, Sanofi

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Day Two  
Tuesday, September 22, 2020

11:00 – 11:05 am  
**Welcome, Introductions**  
Audrey McGuckin, Conference Program Director, The Conference Board

11:05 – 11:35 am  
**Future of Work: Optimizing the Succession and Talent Pipeline**

An extraordinary confluence of powerful forces is transforming both the world of work and the ways we educate current and future employees to contribute productively to the workplace. Automation and digital technologies are profoundly transforming how business is done at every level. The exploding scope and pace of technological innovation in the digital age is fast transforming the fundamental nature of work. Due to these developments, and their rapid pace, the skills and preparation that employers need from their succession and talent pool are shifting. The accelerated pace of evolution and disruption in the competitive business landscape demands that workers not only be technically proficient, but also exceptionally agile in their capacity to think and act creatively and quickly learn new skills. Employee capabilities in leadership, teamwork, and communications are paramount.

**Dr. Jason Wingard**, Dean, Columbia University School of Professional Studies

11:35 am – 12:05 pm  
**Succession Management: Best Practices and Battle Scars**

Succession planning is both a fiduciary board responsibility and a vital role of the CHRO and the talent management function. Using lessons learned from real-life applications, this session will focus on the process of succession planning, the human drama that accompanies its implementation, and its implications for the organization, including what works and doesn’t from past implementations and strategies that lead to powerful business outcomes.

**Raghu Krishnamoorthy**, Former Chief Human Resources Officer, General Electric

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3:10 – 3:20 pm  
**Panel Discussion: Ask the Experts**

**Moderator:**  
Audrey McGuckin, Program Director, Human Capital, The Conference Board

**Panelists:**  
Christine Vaccola, Head, Global Leadership Development Curriculum and Transversal skills, Sanofi  
Jennifer Gima, Head of Executive Development and Leadership Succession, CVS

3:20 – 3:30 pm  
**Closing Remarks**

Audrey McGuckin, Conference Program Director, The Conference Board

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www.conferenceboard.org/succession
12:05 – 12:25 pm
**Fireside Chat: Succession 2020**

**Moderator:**
Audrey McGuckin, Program Director, Human Capital, The Conference Board

**Panelists:**
Dr. Jason Wingard, Dean, Columbia University School of Professional Studies
Raghu Krishnamoorthy, Former Chief Human Resources Officer, General Electric

**Break:** 12:25 – 12:45 pm

12:45 – 1:15 pm
**FedEx; The Future of Work and the link to Succession Management**

In this session you’ll learn about FedEx and their approach to Succession Management from an incredible leader Ramona Hood. Ramona will share her lessons for career success in her journey from receptionist to first black FedEx Division CEO.

When Ramona achieved her milestone appointment as president and CEO of FedEx’s Custom Critical after a three-decade career with the company, the accomplished executive never fathomed she would lead the division in the throes of a pandemic. Engaged in expedited ground and air transport of goods that includes a temperature-controlled network providing secure delivery of perishable products to hospitals, clinics, wholesalers, and retailers, her unit has proven vital to meeting emergency needs of customers. “I didn’t anticipate incorporating COVID-19 plans into my first 90 days as CEO of FedEx Custom Critical, but I’m thankful for our team members who have risen to the challenge to keep us operating and serving our customers,” she says. “This situation has certainly altered my plans, but I think that comes with leading a dynamic company.”

Ramona will share some of her unique perspectives along with lessons learned along the way.

Ramona Hood, President and CEO, FedEx Custom Critical

1:15pm – 1:30 pm
**What Should the Next Generation of Leaders Look Like?**

Enabling future leaders is always important but will be critical post-COVID19. A leading researcher shares insight on what skills matter more now than ever before and how those skills can be embedded into organizations.

Nabeel Ahad, Principle Researcher, Human Capital, The Conference Board

1:30pm – 2:00 pm
**Panel: Diversity & Inclusion and Its Effect on Succession Management**

Today’s organizations understand that diverse leadership is more than a mere public relations or morale boost. Executive teams with varied backgrounds, experiences, and styles offer critical advantages to businesses.

But such dynamic teams don’t build themselves, particularly in today’s high-turnover labor market. Diverse teams are built through intentional and strategic succession planning that identifies and develops top talent to replace key contributors who inevitably depart your company.

**Moderator:**
Cal Jackson, Head Diversity & Inclusion, Tech Data Corporation

**Panelists:**
Vievette Henry, Global Head of Organizational Effectiveness and Inclusion, AIG
Laura Ramirez, Director, Diversity and Inclusion Programs, Ericsson
DK Bartley, Chief Diversity Officer, Moodys Corporation

**Break:** 2:00 – 2:20 pm

2:20 – 2:55 pm
**Future of Work at Prudential**

At Prudential, where the Future of Work (FOW) CoE thought leaders are reinventing workforce transformation and building a future-ready workforce. Learn from Wagner Denuzzo about what this means to the Succession Pipeline.

Wagner Denuzzo, Head of Capabilities for Future of Work, Prudential

2:55 – 3:20 pm
**Understanding Leadership Potential in a New Reality; Is the Future of Leadership Potential Really Different?**

Alan Church unpacks the dimensions of potential and argues that the case for how this is different or not in a new reality. He will share how PepsiCo simplified their model to the ‘Great 5’ to make it more consumable for the organization. He will dive into how they rebuilt and assessment strategy against this model.

Alan Church, SVP Talent Management, PepsiCo

3:20 – 3:30 pm
**Closing Remarks**

Audrey McGuckin, Conference Program Director, The Conference Board

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For sponsorship opportunities, please contact michael.felden@conferenceboard.org
REGISTRATION INFORMATION

Online  www.conferenceboard.org/succession
Email   customer.service@conferenceboard.org
Phone   212.339.0345
        8:30 am – 5:30 pm ET, Monday – Friday

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